Royal Devon University Healthcare NHS Foundation Trust

JOB DESCRIPTION

Job Title: **Resuscitation Practitioner**

Band: **Band 6**

Responsible To: **Senior Resuscitation Practitioner**

Accountable To: **Clinical Matron for Safety and Patient Experience Education**

Department/Division: **Safety Risk & Patient Experience**

Job Purpose:

- To provide resuscitation training and education within the guidelines of the Trust Resuscitation Training Policy and the Resuscitation Council (UK). This training will be delivered in acute and community sites.
- To provide clinical and technical support and advice when acting as a member of the cardiac arrest team or responding to deteriorating patients, assessing patients and supporting teams with implementation of plans.
- To act as team member providing learning and development opportunities for, and facilitating learning and development in all staff groups, specifically with regard to their particular team's objectives.
- The post-holder is responsible for his/her own workload within the learning environment and within the clinical setting; and to deputise for and support the Band 7 Senior Resuscitation Practitioner in his/her absence.
- The post holder will be expected cover weekend shifts in NDDH as additional support to respond to deteriorating patients. In the East they will to rotate to community locations including the Nightingale DDC (Devon Diagnostic Centre) as an ALS provider for patients requiring contrast administration.

Key Working Relationships:

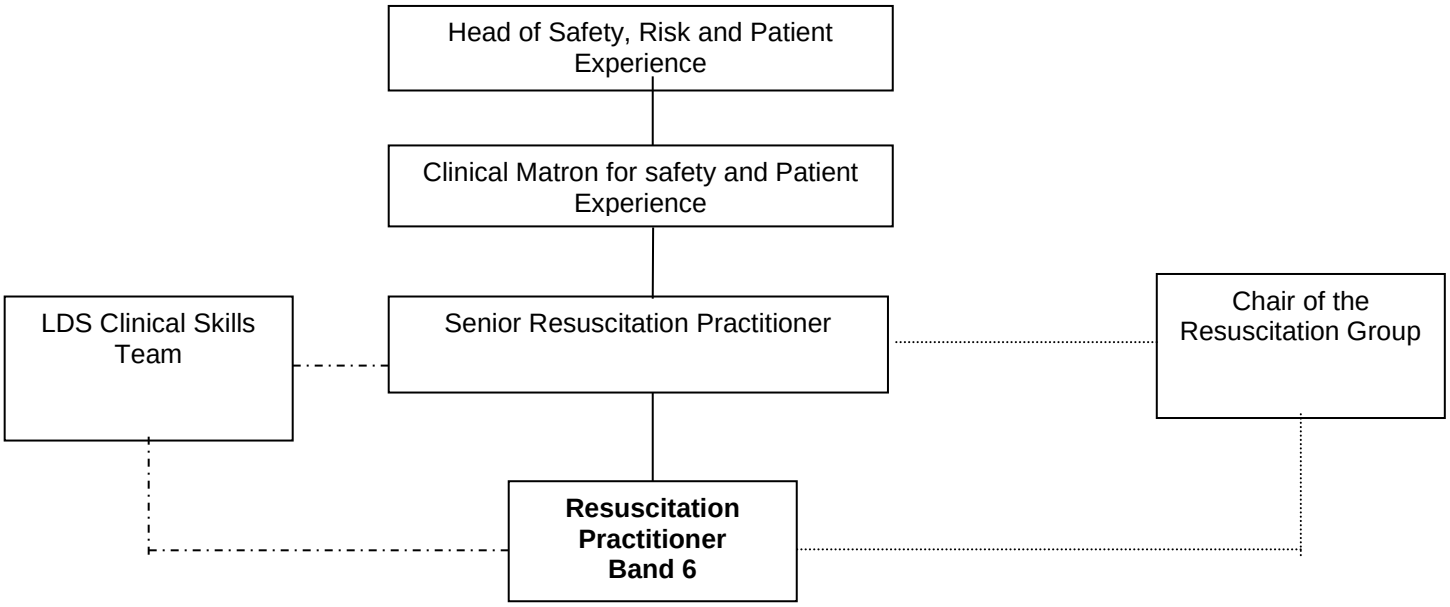
- Band 7 SRP
- Lead Nurse, Patient Safety &risk
- Lead Clinician for Resuscitation and the members of the resuscitation group.
- Postgraduate Education centre (PGEC) staff.
- Learning and Development Service (LDS) staff.
- The post holder will be expected to communicate closely with clinical staff at all levels throughout the organisation and external agencies and with patients, visitors and the general public.
- The post holder will be expected to provide information on all aspects of resuscitation ensuring that all highly complex information is handled in a sensitive manner using essential communications skills including explanation, negotiation, motivation, persuasion and influence, empathy and counselling, tact and diplomacy.
- The post holder will be expected to deliver training and education involving complex and contentious issues, using formal and informal presentations to groups ranging from one individual to fifty personnel.

Matched pre-2012, checked by JE team on 30/07/2025

Dimensions:

- To contribute to the planning, organisation and implementation of resuscitation training and education both within the Trust and to external organisations, in accordance with the Trust Resuscitation Training Policy, the Resuscitation Council (UK) guidelines and the International Liaison Committee on Resuscitation.
- To work as a member of the resuscitation team and team leader, providing specialist clinical advice and guidance. This includes expert advice relating to matters connected with resuscitation; whether relating to the complex interpretation of life-threatening emergencies, documentation, clinical practice or associated professional issues.
- To actively contribute to the effective development of the resuscitation team.
- To provide a specialist clinical and educational role to all areas of the trust, the Peninsula Medical School and community areas.
- To provide administrative and managerial support to the resuscitation team.
- To attend cardiac arrests involving adult and paediatric patients, operating as a cardiac arrest team member as required utilising every opportunity to provide education and support for resuscitation and ward teams.
- To participate in research and audit relating to resuscitation issues.
- To participate in trials and evaluations of resuscitation equipment across the Trust.
- To identify areas for service development and lead, as directed by the Senior Resuscitation Practitioner (SRP), in developing and implementing a resolution plan.
- Supervision and training of medical students from the Peninsula Medical School
- ALS provision at community locations including the Nightingale DDC (East)
- To support patients on AIRVO following chest trauma in line with the trust SOP (north)

ORGANISATIONAL CHART



———— Denotes Management accountability

..... Denotes Liaison Relationship

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Denotes key working relationship

Result Areas/Principal Duties and Responsibilities:

Responsibility for Patients

- The post holder will have close contact with patients and their relatives during emergency situations.
- The post holder will be required to act as member of the cardiac arrest and medical emergency teams; providing specialised knowledge and advice, analysis, interpretation, clinical leadership against national best practice, across the Trust.
- The post holder will support the trust in implementing Treatment Escalation Plans (TEP) communicating with staff, patients and relatives as required in ensuring the best interests of the patients are met.
- Hold cardiac arrest bleep as a member of the team for cardiac arrests, providing expertise during working hours.
- Although working within a range of broad occupational policies, the post holder will be expected to work autonomously, providing specialist advice in relation to resuscitation.
- Developing, implementing and evaluating appropriate plans, as required.

Responsibility for Policy and Service Development

- The post holder will be support for the strategic development of resuscitation practice across the Trust, as identified by the SRP.
- The post holder will contribute with planning, implementation and evaluation of educational programmes for all staff in accordance with the Trust Resuscitation Policy, National Guidelines and in conjunction with other Trust programmes and demands.
- Take an active role in developing services and initiatives to continually evaluate and improve systems implemented to respond to deteriorating patients.
- The post holder is required to assist with the development and implementation of the Trust-wide Resuscitation Policy for both adult and paediatrics.
- Participate in auditing ‘2222’ calls, providing timely feedback and service improvement plans directly to ward areas. When appropriate highlight opportunities for learning via DATIX.
- The post holder is also required to contribute to all other patient safety initiatives, as required by the SRP; in-line with the Trusts governance framework.
- To provide reports, (as necessary) to the Patient Safety Lead, SRP, Resuscitation Clinical Lead, Wards, Divisions, Resuscitation group and Directors relating to service improvements.
- The post holder is required to attend resuscitation group meetings and other trust-wide groups, initiatives and working parties, as requested by the SRP or clinical Lead.
- To meet key performance indicators as agreed by the SRP, clinical Lead and the Trust, in-line with national best practice.

Responsibility for Financial and Physical Resources

- The post holder will assist in trials, evaluation and purchase of resuscitation equipment for the Trust.
- Participate in the provision, maintenance and replacement of resuscitation equipment across the organisation for both educational and clinical practice.
- The post holder will contribute to providing resuscitation education showing awareness of financial and resource implications.
- Have an awareness of resuscitation budget.

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- Maintain existing resources and have responsibility for ordering in line with the procurement ordering systems of the Trust.
- The post holder is responsible for teaching the safe & effective use of emergency equipment and protocols. Requiring the post holder to dismantle and re-assemble equipment across a variety of settings in the Trust.

Communication

- To communicate with all professional and non-professional staff groups across the Trust, in difficult & rapidly changing situations. This may include assuming a leadership role in the best interests of ensuring patient safety and that they receive appropriate timely care.
- The post holder is required to promote positive working relationships; leading to improved teamwork, innovation, motivation, patient safety and effective resuscitation practice.
- Undertake debrief, as required, with all staff following a cardiac arrest.
- The post holder will have to provide and receive highly complex, difficult, sensitive and / or contentious information.
- The post holder will have to build key relationships with external agencies, patients, visitors and the general public.
- The post holder will be required to communicate in difficult circumstances (this may well be in highly emotional situations) with other health professionals, patients, visitors and general public, requiring empathy, persuasion.

Information Management

- Gather, input and analyse data. Subsequently, create reports as required by the trust and resuscitation group.
- Actively contribute to the National Cardiac Arrest Audit data collection
- Actively contribute to “deteriorating patient” data collection, identify areas for learning and target education and support.
- Actively contribute to the audit of resuscitation equipment, across the Trust. Responding to issues appropriately ensuring individual area leads are aware.
- The post holder is responsible for developing, maintaining and adapting the information & educational resources provided upon the Trust intra-net site, relating to issues connected with resuscitation.
- Analyse / interpret and respond to complex and sensitive information in difficult and rapidly changing circumstances, requiring an expert, timely response.
- Maintain appropriate records relating to education activities, cardiac arrests or structured response to deteriorating patients, in-line with the Trust policy and national guidelines.
- Communicate and coordinate meeting and educational programmes with the multi-disciplinary community.

Education

- Plan, co-ordinate and implement a range of specialised education (resuscitation) across the trust, ranging from, but not limited to, deteriorating patient training, BLS, ILS, ALS, NLS, PILS, APLS EPALS, GIC according to the requirements of the training policy and national best practice (Resuscitation Council UK (now accredited by NICE), NICE, European Resuscitation council, CQC, NCEPOD)
- The post holder will have to undertake formal assessments, invigilation and examination during specific local or nationally accredited courses (i.e. ALS instructor). Ensuring adequate feedback to given in an appropriate and timely manner. When the standard falls beneath nationally

accepted best practice, an improvement plan should be developed and communicated appropriately.

- As required, lead on the design, development and adaptation of training and education materials.
- The post holder will identify any educational or training needs which are appropriate to the Trust and its employees. Where appropriate they will lead upon the introduction and support such programmes.
- Design and deliver training interventions which support both knowledge and skills acquisition. Using a range of delivery skills and methodologies to best fit each session. This may include 'face to face' delivery, e-learning or a blend learning approach. This may also require adhoc and bespoke specialist sessions.
- Actively contribute to evaluation of these programmes.
- Ensure that all education undertaken is appropriately evidenced on ESR.
- Using simulation methods available provide effective simulation training giving feedback as required.
- To liaise with key stakeholders in the provision of the education and training list above. i.e. Medical Education, Practice educators, Ward Matrons, Basic Life Support Key Trainers, External agencies, LDS and resuscitation administration team.
- Participate in Continuous Professional Development and maintain professional registration.

Other Responsibilities:
Take part in regular performance appraisal.

Undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling

Contribute to and work within a safe working environment

You are expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection

As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust's disciplinary policy) up to and including dismissal.

You must also take responsibility for your workplace health and wellbeing:

- When required, gain support from Occupational Health, Human Resources or other sources.
- Familiarise yourself with the health and wellbeing support available from policies and/or Occupational Health.
- Follow the Trust's health and wellbeing vision of healthy body, healthy mind, healthy you.
- Undertake a Display Screen Equipment assessment (DSE) if appropriate to role.

GENERAL

This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate

any changes being proposed. This procedure is conducted by the manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.

Everyone within the Trust has a responsibility for, and is committed to, safeguarding and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff.

At the Royal Devon, we are committed to reducing our carbon emissions and minimising the impact of healthcare on the environment, as outlined in our Green Plan available on our website. We actively promote sustainable practices and encourage colleagues to explore and implement greener ways of working within their roles.

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PERSON SPECIFICATION

POST: Resuscitation Practitioner Band 6

REQUIREMENTS	At Recruitment	At KSF 2nd Gateway
QUALIFICATIONS/SPECIAL TRAINING:		
1st level registered nurse / Registered Paramedic, able to work under PGD's	E	E
ENB 998/ City & Guild 730 or equivalent teaching qualification.	D	D
ILS instructor	D	E
ILS provider	D	E
ALS provider	D	E
ALS Instructor	D	E
APLS/EPALS provider	D	E
APLS/EPALS instructor	D	E
PILS provider	D	E
PILS instructor	D	E
Professional knowledge acquired through degree level study or evidence of competencies demonstrating degree level skills	D	E
Specialist training or willingness to undertake diploma level specialist training,		
KNOWLEDGE/SKILLS:		
Ability to influence practice	E	E
Ability to prioritise and manage own workload	E	E
Sound understanding of evidence-based practice and its application	E	E
Demonstrate advanced understanding of resuscitation.	D	E
Demonstrate a sound awareness of deteriorating patient initiatives.	E	E
Ability to collaborate with multidisciplinary services at senior level	E	E
Demonstrate analytical and report writing skills	E	E
Ability to communicate complex information to patients and staff at all levels	E	E
Demonstrate an understanding of resource management	D	E
Have proven experience using simulation as teaching medium	E	E
EXPERIENCE:		
2 years' post-registration experience	E	E
Experience working within an acute care setting	D	E
Evidence of peripheral IV cannulation experience and competence	D	E
PERSONAL REQUIREMENTS:		
Enthusiastic, highly motivated and committed to the service	E	E
Ability to be assertive when necessary and remain calm in stressful situations	E	E
Ability to work constructively within a multi-disciplinary team	E	E
Takes responsibility for own professional development	E	E
Maintains professionalism in all aspects of role	E	E
Demonstrates good communication skills in different settings	E	E
Evidence of implementing change in clinical practice	D	E
OTHER REQUIREMENTS:		
Hold a driver's licence	E	E

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Willing to travel to community hospitals	E	E
Willing to undertake weekend work	E	E
Clinical audit experience	D	E

* Essential/Desirable
**essential criteria adjusted to reflect pandemic access to training challenges

Hazards within the role, used by Occupational Health for risk assessment					
Laboratory Specimens Proteinacious Dusts	X	Clinical contact with patients	X	Performing Exposure Prone Invasive Procedures	X
Blood/Body Fluids	X	Dusty Environment		VDU Use	X
Radiation		Challenging Behaviour		Manual Handling	X
Solvents		Driving	X	Noise	
Respiratory Sensitisers		Food Handling		Working in Isolation	

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